

Division of Workforce Development

Roderick Nunn
Director

February 1, 2006

Ms. XXXXXX
12345 Any Street Apt. #456
Sikeston, MO 654322

Dear Ms. XXXXXX:

This letter serves as ***Notice of Receipt and Acceptance*** regarding the discrimination complaint you filed against the Division of Workforce Development (DWD). You allege you have been denied training opportunities with the Division based on your age and previous work history, “having had several jobs in the last few years.” Your complaint will be accepted based on your allegations of age discrimination; work history is not covered as one of the basis of discrimination under the Equal Opportunity provisions of the Workforce Investment Act. Throughout the complaint process, you have a right to be represented by an attorney or other individual of your choice.

Complainants have the option of mediation or an investigation for complaint resolution. I have included a copy of the mediation election form with this Notice. The form includes an explanation of the mediation process. ***Please note, the Mediation Election form must be completed and returned within 10 days of receipt of this notice.*** In the event mediation is selected as a means of resolution, all parties will be contacted, in writing, with the time, date and place of the session.

Should you select investigation, the process will begin upon receipt of the completed Mediation Election form.

Sincerely,

Juanita D. Reynolds
Equal Opportunity Officer

JDR/dp

Attachment

Division of Workforce Development

Roderick Nunn
Director

March 27, 2006

Mr. XXXXX
12345 Any Street Apt. #456
St. Louis, MO 63498

Dear Mr. XXXXXX:

This letter serves as **Notice of Final Action** regarding the complaint of discrimination you filed with the Division of Workforce Development (DWD) Equal Opportunity Officer against *Name*. You alleged you were denied numerous employment opportunities with the named entity based on your disability.

A mediation session was held at your request, pursuant to the Equal Opportunity provisions of the Workforce Investment Act, 29 CFR Part 37.76, on March 15, 2006. The session was successful and a resolution was reached. Each party participated in writing a Settlement Agreement, and a copy of the agreement was provided to each party. The agreement is considered a binding document. Should either party breach the agreement; the non-breaching party may file a complaint with the U.S. Department of Labor, Civil Rights Center. The non-breaching party must file the complaint in writing, within 30 days of the date on which the party learns of the alleged breach.

The address for the Civil Rights Center is:

The Director, Civil Rights Center
U.S. Department of Labor
200 Constitution Ave. NW
Room N-4123
Washington, DC 20210

On behalf of the Division, I would like to thank both parties for their time and effort in agreeing to and participating in mediation. Your cooperative spirit is to be commended.

Please feel free to contact me at (573) 751-2428 or juanita.reynolds@ded.mo.gov with questions regarding this Notice.

Sincerely,

Juanita D. Reynolds
Equal Opportunity Officer

Division of Workforce Development

Roderick Nunn
Director

March 6, 2006

Mr. XXXXXXXX
XXXXXXXXXXXXXXXXXX
Kansas City, MO 64120

Dear Mr. XXXXX:

This letter serves as “*Notice of Non Jurisdiction*” regarding the discrimination complaint you filed with the Division of Workforce Development. The Division lacks jurisdiction, as your complaint does not meet one or more of the bases of discrimination, as defined by the Equal Opportunity provisions of the Workforce Investment Act. A copy of the Equal Opportunity notice is included with this correspondence.

Your allegations state that you were unfairly terminated and that your supervisor prior to you being terminated issued verbal threats directed to you. Missouri is an “at will state”, which summarized means that an employer or employee has the right to terminate the employment relationship (unless there is a contract) at any time for any reason, as long as there is not a violation of employment law. There are, however, exceptions to this rule.

You may wish to contact the Missouri Commission on Human Rights for further information. The telephone number for the Commission is (573) 751-3325. I encourage you to view the Commission’s website at www.dolir.mo.gov/hr for more information regarding employment law specific to Missouri.

If you have questions, please feel free to contact me at (573) 751-2428 or juanita.reynolds@ded.mo.gov.

Sincerely,

Juanita D. Reynolds
Equal Opportunity Officer

JDR/dp

Attachment